

Recognizing Teaching Stream Appointments at Brock University

June 15, 2022

Faculty Research Council

The plight of limited term, contingent, casual, temporary, ad-hoc, temporary, contractual, sessional, part-time, and seasonal faculty in Ontario universities is perilous at times (Brownlee 2015; Ellis-Hale & Copplestone 2019). The lack of current data on the proportion, lived experiences and representation of faculty limited to part-time instruction is problematic (Robinson 2015; Rawn & Fox 2018; Ross, Savage & Watson (2021). Faculty in these positions face teaching overloads, deficient long-term benefits, insufficient remuneration, exploitation, uncertainty, and lack of significant access to research facilities, resources, and funding.

Faculty serving in limited term “teaching stream” positions (ILTAs) face additional challenges. The Council advocates for further support for Brock faculty in teaching streams that desire the stability and structure that would allow them to thrive. This is especially significant for those that aspire to academic careers in tenure-track positions.

A faculty colleague put it well “...And from our point of view, [university institutions are] ...clearly motivated as a cheap labour strategy on their part. That is how to get more courses taught for less money, and the victims of that are the faculty who are put into those positions and don’t have opportunities for decent regular academic work, and over the long run often end up in a kind of job ghetto because when a tenure-track appointment opens up, having been stuck in a position where they are paid only for the time they are in front of students and have a teaching load that makes it impossible to ...do scholarly work (Vajoczki et al. 2011, 47).

The recognition of a tenure-track *teaching stream* at Brock University is an important step towards better employment equity, student training and experience. It is a respectful solution for those faculty who are excellent educators and want to commit to teaching but can only be hired in an Instructional Limited Term Appointment (ILTA). This kind of appointment creates significant employment insecurity because it compromises any chances to successfully advance to a tenure-track position. The high workload of 6-8 courses, which is double that of a regular LTA, leaves no time for research, and does not allow time to build a competitive *cv*. It is for these reasons that the ‘teaching stream’ continues to be a well-established career option for faculty members in at least 11 of the 20 Ontario universities, especially those classified as *comprehensive* (Vajoczki et al. 2011).

The teaching stream model increases teaching quality as these members forgo research-intensive practices and instead focus on teaching as a career. At Brock, the further implementation of this model may also increase the research productivity of the faculty in the regular 40/40/20 stream (referred herein as *research stream*). Research stream faculty’s annual workload could be reduced (see below) to match the provincial and national standard (1.5 credits) that we compete against for grants and other research-intensive opportunities.

Points to consider:

- The number of faculty hired in the teaching stream per Faculty should be limited.
- Faculty members in the teaching stream should have the same rights to promotion and tenure and to sabbatical leaves as the research stream.
- The workload for the teaching stream faculty should be established to reflect the increased teaching responsibilities (e.g., 60/20/20)
- Faculty members in the research stream should be able to reduce their annual workload to 1.5 credits of scheduled courses with increased graduate student supervision responsibilities.
- The annual workload for the teaching stream faculty should be double that of the faculty members in the Research Stream (i.e., 3 credits per year).
- Teaching stream faculty members shall not supervise graduate students but can serve on graduate committees.
- Teaching stream faculty members would supervise undergraduate theses and major research projects.
- The criteria for promotion and tenure for the teaching stream should be defined to focus more on teaching contributions, while promotion and tenure criteria for the research stream should emphasize scholarly contributions.
- There should be provision for a faculty member to apply for a transfer of their appointment from the teaching stream to the research stream and vice-versa. In such circumstances, the member should apply to the Dean for transfer providing evidence that their contributions accord with the responsibilities of the requested stream appointment.

Example: York University Faculty Association (YUFA)

Faculty Member designates an employee appointed to York University in either the Professorial or Teaching Stream.

12.02.1 Rank titles in the Professorial Stream shall be: Lecturer, Assistant Professor, Associate Professor, and Professor. Rank titles in the Teaching Stream shall be: Assistant Professor, Teaching Stream; Associate Professor, Teaching Stream; and Professor, Teaching Stream.

12.02.2 The total of the salary rates of that component of the bargaining unit holding Teaching Stream appointments shall not exceed 15% of the total of the salary rates of the bargaining unit as a whole.

12.13 Normally, employees shall not transfer their appointments from one stream to another, or between faculty and professional librarian and archivist positions. Should an employee who applies be appointed to the position, they shall retain their years of service for purposes of Article 20 and their seniority for purposes of Article 24. Notwithstanding the provision above that employees shall not normally transfer their appointments from one stream to another, in exceptional circumstances related to the professional contribution of a Teaching Stream employee, such an employee may wish to apply for a transfer of their appointment from the Teaching Stream to the Professorial Stream. In such circumstances, the employee may apply to the Dean/Principal for transfer. Such

application shall show that the employee's professional contribution accords with the responsibilities of a Professorial Stream appointment. The Dean shall consult with the Chairperson(s) concerned and the employee and shall reply in writing, with a copy to the Association. In their reply, the Dean shall agree to recommend transfer to the President, or shall state reasons for denying the transfer, which reasons will include any issues concerning the employee's professional contribution as it accords with the professional responsibilities of a Professorial Stream employee.

Employees who are transferred will be appointed at the rank of Assistant Professor and shall retain tenure, seniority, and years of service toward sabbatical leave and pension, and similar entitlements.

20.02 (a) Tenured faculty members in the Professorial or Teaching Stream are entitled to one (1) full year of sabbatical leave after six (6) years of service.

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The Faculty Research Council is a group of committed Brock University faculty and librarians that promote the value and importance of research.